

UBalt and AFSCME Non-Exempt Wage Side Letter  
6/16/21

UBalt shall set a minimum wage for AFSCME bargaining unit employees of \$15 dollar per hour.

Any existing employee who makes less than \$15 per hour shall be brought up to the new minimum and shall be given an additional increase based on years of service at UBalt as follows:

- 5 years through 9 years - \$0.75
- 10 years through 14 years - \$1.00
- 15 years through 19 years - \$1.25
- 20 years or more - \$1.50

Existing Housekeepers, Security Officers and Groundskeepers whose current salaries are above \$15 per hour shall also receive an increase based on years of service at UBalt as follows:

- 5 years through 9 years - \$0.75
- 10 years through 14 years - \$1.00
- 15 years through 19 years - \$1.25
- 20 years or more - \$1.50

All adjustments listed above are one-time base-pay changes for existing staff members. No future pay adjustments are included in this agreement.

The pay increases will take effect the first day of the first pay period of FY22.

UBalt and AFSCME will draft a joint communication to impacted employees. AFSCME will hold a 30-minute information session on each shift with its members on July 1, 2021.

Sally Reed 6/23/2021

Chief Negotiator-UBalt

Arthur 6/22/21

Chief Negotiator-AFSCME MD